

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

WESTERN STATES ENVELOPE COMPANY

and

Case 30–CA–018296

GEORGE UTLEY

**ORDER**

On March 19, 2010, Administrative Law Judge Earl E. Shamwell, Jr. of the National Labor Relations Board issued his Decision in the above-entitled proceeding and, on the same date, the proceeding was transferred to and continued before the Board in Washington, D.C. The Administrative Law Judge found that the Respondent has engaged in certain unfair labor practices, and recommended that it take specific action to remedy such unfair labor practices.

On April 15, 2010, Counsel for the General Counsel, the Charging Party, and the Respondent filed a joint motion requesting that the Board issue an Order adopting the judge's decision with minor modifications to the Judge's proposed Notice to Employees. The motion is granted, and a new notice shall be substituted for the one issued by the judge. Accordingly,

Pursuant to Section 10(c) of the National Labor Relations Act, as amended, and Section 102.48 of the National Labor Relations Board Rules and Regulations, the Board adopts the findings and conclusions of the Administrative Law Judge as contained in his Decision, and orders that the Respondent, Western States Envelope Company, its officers, agents, successors, and

assigns, shall take the action set forth in the recommended Order of the  
Administrative Law Judge.

Dated, Washington, D.C., December 1, 2016.

By direction of the Board:

/s/ Farah Z. Qureshi

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Associate Executive Secretary

## NOTICE TO EMPLOYEES

Posted by Order of the  
National Labor Relations Board  
An Agency of the United States Government

An Administrative Law Judge has found that we violated Federal labor law and in order to resolve the case we have agreed to post and obey this notice.

### FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join, or assist a union  
Choose representatives to bargain with us on your behalf  
Act together with other employees for your benefit and protection  
Choose not to engage in any of these protected activities

**WE WILL NOT** threaten any of you with unspecified reprisals if you seek assistance from the Employees of Western States Envelope Company Union (the Union) regarding and concerning their working conditions.

**WE WILL NOT** interrogate any of you as to whether you have sought assistance from the Union regarding and concerning your working conditions.

**WE WILL NOT** lay off or terminate or otherwise discipline you because you assist or seek assistance from the Union or engage in concerted activities, or to discourage any of you from engaging in these activities.

**WE WILL NOT** in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the National Labor Relations Act.

George "Rick" Utley has waived his right to reinstatement with us. **WE WILL** make Utley whole for any loss of earnings resulting from his discharge, less any net interim earnings (plus interest).

**WE WILL** within 14 days from the date of the Board's Order, remove from our files any reference to Utley's unlawful discharge, and **WE WILL** within 3 days thereafter, notify him in writing that this has been done and that the discharge will not be used against him in any way.

WESTERN STATES ENVELOPE COMPANY  
(Employer)

Dated \_\_\_\_\_ By \_\_\_\_\_  
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it

investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: [www.nlr.gov](http://www.nlr.gov).

310 West Wisconsin Avenue,  
Federal Plaza, Suite 700  
Milwaukee, Wisconsin 53203-2211  
Hours: 8 a.m. to 4:30 p.m.  
414-297-3861.